

## **WDRB-TV/WMYO-TV**

### **ANNUAL EEO PUBLIC FILE REPORT**

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This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV and WMYO-TV, Louisville, KY. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2008 to and including March 31, 2009.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email [humanresources@fox41.com](mailto:humanresources@fox41.com).

It is the policy of WDRB-TV and WMYO-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

# WDRB-TV/WMYO-TV

## APPENDIX 1 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

### Section 1: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
1. Morning News Prod. 3/14/2008	1-7, 9-31, 47	tvjobs.com 4/21/2008	2
2. News Producer 4/23/2008	1-7, 9-31, 47	Filled In-House 4/25/2008	2
3. News Photographer 4/23/2008	1-7, 9-31, 47	tvjobs.com 5/19/2008	2
4. Online Sales Consultant 3/31/2008	1-7, 9-30, 34, 47	fox41.com 12/8/2008	2
5. Traffic Assistant 9/26/2008	1-7, 9-30, 47	Employee Referral 11/10/2008	4
6. Accounting Clerk 10/2/2008	1-7, 9-30, 47	jobnewslouisville.com 11/10/2008	9
7. Account Executive #1 7/17/08	1-7, 9-30, 47	In-house Employee 7/28/2008	1
8. Writer/Producer 7/1/2008	1-7, 9-30, 34, 47, 48	louisvilleadfed.org 9/22/2008	4
9. Accounts Payable 2/9/2009	1-30, 47	jobnewslouisville.com 3/11/2009	9
10. Account Executive #2 08/18/2008	1-7, 9-30, 41, 47	jobnewslouisville.com 9/29/2008	1
11. Account Executive #3 10/3/2008	1-7, 9-30, 34, 41, 47	In-house employee 10/6/2008	1
12. Account Executive #4 10/16/2008	1-7, 9-30, 34, 41, 47	In-house employee 12/3/2008	2
13. Account Executive #5 10/16/2008	1-7, 9-30, 34, 41, 47	fox41.com 1/12/2009	2
14. Account Executive #6 10/16/2008	1-7, 9-30, 34, 41, 47	Client Referral 1/12/2009	1
15. Account Manager #1 10/17/2007	1-7, 9-30, 34, 47	jobnewslouisville.com 7/30/2008	30
16. Account Manager #2 10/17/2007	1-7, 9-30, 34, 47	jobnewslouisville.com 8/4/2008	See #15 above
17. Account Manager #3 10/17/2007	1-7, 9-30, 34, 47	Employee Referral 8/5/2008	See #15 above
18. Account Manager #4 10/16/2008	1-7, 9-30, 34, 47	jobnewslouisville.com 10/14/2008	See #15 above

Total Number of Persons Interviewed During Applicable Period:

72

## Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	<u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2008-MARCH 31, 2009</u>
	* Entitled to receive notification of job openings	
*1	Iverson Warinner Spalding University 851 S. 4th Street Louisville, KY 40203 (502)585-9911	
*2	Mrs. Booker AARP 600 W. Cedar Street Louisville, KY 40203 (502)584-0309	
3	Milton Finger Lou. Metro Dept. of Human Resources 517 Court Place, Suite 301 Louisville, KY 40202 (502)754-3601	
4	KY Dept. of Employment Services c/o Order Taking Unit 600 W. Cedar Street Louisville, KY 40203 (502)574-3601	
*5	I.D.E.T.S. Indiana State Employment Services P.O. Box 1287 New Albany, IN 47151-1287 (812)948-6102	
6	Richard Brooks Career Develop. Center/Skills Bank Louisville Urban League 1535 West Broadway Louisville, KY 40203 (502)585-4622	
*7	University of Louisville Office, Placement & Coop. Education Floyd Street/Cardinal Blvd. Louisville, KY 40292 (502)852-5555	
*8	Center for Accessible Living	

Keith Hosey  
305 W. Broadway, Suite 200  
Louisville, KY 40202  
(502)589-6620

- 9 Ann Zeman  
Bellarmine College  
2001 Newburg Road  
Louisville, KY 40205-0671  
(502)452-8000
- \*10 Debbie Chandler  
KY Dept. of Vocational Rehab.  
200 Juneau Dr., Suite 2  
Louisville, KY 40243  
(502)254-3195
- 11 Jeanette Carroll  
Neighborhood Place  
4401 Rangeland Road  
Louisville, KY 40219  
(502)962-3160
- 12 Jo Frye  
Sullivan College  
3101 Bardstown Road  
Louisville, KY 40205  
(502)456-6507
- \*13 Debra Eberle or Lynn Prinz  
Indiana University Southeast  
4201 Grantline Road  
New Albany, IN 47150  
(812)941-2265
- 14 Mary Fewell  
AD2 Job Bank  
3400 Robards Court  
Louisville, KY 40218
- 15 Melvin Turner  
Minority Affairs Services Bldg.  
University of Louisville  
Louisville, KY 40292  
(502)852-5555
- \*16 Michelle Pruitt  
Center for Women & Families  
226 West Breckinridge Street  
Louisville, KY 40201  
(502)753-3204

- 17 Sherman Bush  
Jefferson Community College  
109 East Broadway  
Louisville, KY 40202  
(502)584-2327
- 18 Sherry Klein  
Sullivan College  
3101 Bardstown Road  
Louisville, KY 40205  
(502)456-6504
- \*19 Jennifer Harris  
Lincoln Foundation  
233 West Broadway, Suite 400  
Louisville, KY 40202  
(502)585-4733
- 20 Fox41.com  
624 W. Muhammad Ali Blvd.  
Louisville, KY 40203  
(502)584-6441
- \*21 Harbor House-Kay Dalton  
2231 Lower Hunters Trace  
Louisville, KY 40216  
(502)719-0072
- \*22 Alice Hollins  
National College of Business & Technology  
4205 Dixie Highway  
Louisville, KY 40216  
(502)447-7634
- \*23 Southwest Center  
Attn: Brenda Tierney  
8009 Terry Road  
Louisville, KY 40258  
(502) 935-1848
- \*24 Collective Talent  
1721 Richardson Place  
Tampa, FL 33606  
(813)254-9695
- 25 WDRB-TV In-house Employees
- 26 WDRB-TV Employee/Client Referrals/  
Walk-Ins
- \*27 Daymar College  
Caroline Houchins

10

8

9

4112 Fern Valley Road  
Louisville, KY 40219  
(502)495-1040

- \*28 Brown Mackie College  
Jenny Spalding  
3605 Fern Valley Road  
Louisville, KY 40219  
(502)810-6058
- \*29 Goodwill Industries of KY  
Elvin Stampely  
981 S. Third Street  
Louisville, KY 40203  
(502)574-4070
- \*30 St. Stephen Church  
Attn: Human Resources  
1018 S. 15th Street  
Louisville, KY 40210
- 31 TVJobs.com  
Broadcast Employment Services  
P.O. Box 4116  
Oceanside, CA 92052  
(800)374-0119
- 32 RTNDA.com
- 33 Medialine.com  
P.O. Box 51909  
Pacific Grove, CA 93950  
(800)237-8073
- 34 Louisvilleadfed.org  
Robin Miller  
200 Distillery Commons, Suite 100  
Louisville, KY 40203  
(502)\_582-2444
- 35 Courier Journal/Careerbulder.com  
P.O. Box 740031  
Louisville, KY 40201-7431  
(502)582-2211
- 36 B-Roll.net
- 37 TVSpy.com  
150 W. 22nd St., 5th Floor  
New York, NY 10011
- 38 Television Week (Electronic Media)

5

1

1155 Gratiot Ave.  
Detroit, MI 48207  
(323)370-2415

- 39 NABJ  
Boxwood Technology  
[billing@boxwoodtech.com](mailto:billing@boxwoodtech.com)
- 40 Louisville Technical Institute  
3901 Atkinson Square Dr.  
Louisville, KY 40205  
(502)456-6509
- 41 Spots-n-Dots & [spotsndots.com](http://spotsndots.com)  
167 Oakdale Rd.  
Johnson City, NY 13790  
(888)8842630
- 42 Employmentguide.com  
5301 Robin Hood Rd.  
Norfolk, VA 23513  
(877)876-4039
- 43 Scott Jones  
Society of Broadcast Engineers  
[kjones@sbe.org](mailto:kjones@sbe.org)  
(317)846-9000
- 44 Broadcasting & Cable Classifieds  
Yuki Atsumi, Multichannel News Classifieds  
360 Park Avenue South, 14th Floor  
New York, NY 10010  
(646) 746-6949
- 45 Ajilon Financial Services  
101 Bullitt Lane, Suite 206  
Louisville, KY 40222  
(502) 339-9007
- 46 Credit Manager's Association  
Kim Schoenbachler  
[kimsc@orrcorp.com](mailto:kimsc@orrcorp.com)  
(502) 774-6462
- 47 Job News Network 37  
[louisville.jobnewsusa.com](http://louisville.jobnewsusa.com)  
Carrie Baylor  
(502)412-7500
- 48 Marketing Ideanet 2  
602 Communications  
[602communications.com](http://602communications.com)



(919)217-4438

**Total Interviewees Over Reporting Period**

**72**

**WDRB-TV/WMYO-TV**

**APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM**

**COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009**

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

**Section 2: Recruitment Source Information**

Position: Morning News Producer

Posted: March 14, 2008

Date Filled: April 21, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
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- A. WDRB Website
- B. In-House Employees
- C. Harbor House
- D. AARP
- E. IN State Employment Svcs.
- F. St. Stephen Church
- G. Neighborhood Place
- H. Southwest Job Link Center
- I. Daymar College
- J. Sullivan College
- K. Lincoln Foundation
- L. Louisville Metro Dept. of Human Resources
- M. Louisville Urban League
- N. Bellarmine College
- O. AD2 Job Bank
- P. Center for Women & Families
- Q. Brown Mackie College
- R. KY Dept. of Employment Svcs.
- S. U of L Office of Placement & Coop. Educ.
- T. KY Dept. of Vocational Rehabilitation
- U. Indiana University Southeast
- V. Minority Affairs Svcs., U of L
- W. Jefferson Community College
- X. Goodwill Industries
- Y. Employee/Client Referrals
- Z. Spalding University
- AA. Louisville.jobnewsusa.com
- BB. Collective Talent
- CC. National College of Business
- DD. Tvjobs.com

## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: News Producer

Posted: April 23, 2008

Date Filled: April 25, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees	1	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals		
Z. Spalding University		
AA. Louisville.jobnewsusa.com		
BB. Collective Talent		
CC. National College of Business		
DD. Tvjobs.com	1	

**WDRB-TV/WMYO-TV**

**APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM**

**COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009**

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

**Section 2: Recruitment Source Information**

Position: News Photographer

Posted: April 23, 2008

Date Filled: May 19, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
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- A. WDRB Website
- B. In-House Employees
- C. Harbor House
- D. AARP
- E. IN State Employment Svcs.
- F. St. Stephen Church
- G. Neighborhood Place
- H. Southwest Job Link Center
- I. Daymar College
- J. Sullivan College
- K. Lincoln Foundation
- L. Louisville Metro Dept. of Human Resources
- M. Louisville Urban League
- N. Bellarmine College
- O. AD2 Job Bank
- P. Center for Women & Families
- Q. Brown Mackie College
- R. KY Dept. of Employment Svcs.
- S. U of L Office of Placement & Coop. Educ.
- T. KY Dept. of Vocational Rehabilitation
- U. Indiana University Southeast
- V. Minority Affairs Svcs., U of L
- W. Jefferson Community College
- X. Goodwill Industries
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## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

**COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009**

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: On-line Sales Consultant

Posted: March 31, 2008

Date Filled: December 8, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	2	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals		
Z. Spalding University		
AA. Louisville.jobnewsusa.com		
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CC. National College of Business		
DD. louisvilleadfed.org		

## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Traffic Assistant

Posted: September 26, 2008

Date Filled: November 10, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	1	
B. In-House Employees	1	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals	2	
Z. Spalding University		
AA. Louisville.jobnewsusa.com		
BB. Collective Talent		
CC. National College of Business		

## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

**COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009**

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Accounting Clerk

Posted: October 2, 2008

Date Filled: November 10, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees	1	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals	1	
Z. Spalding University		
AA. Louisville.jobnewsusa.com	7	
BB. Collective Talent		
CC. National College of Business		

## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

**COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009**

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Account Executive #1

Posted: July 17, 2008

Date Filled: July 28, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees	1	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals		
Z. Spalding University		
AA. Louisville.jobnewsusa.com		
BB. Collective Talent		
CC. National College of Business		



# WDRB-TV/WMYO-TV

## APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

**COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009**

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Writer/Producer

Posted: July 1, 2008

Date Filled: September 22, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees	1	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals		
Z. Spalding University		
AA. Louisville.jobnewsusa.com		
BB. Collective Talent		
CC. National College of Business		
DD. louisvilleadfed.org	1	
EE. 602communications.com	2	

## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

**COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009**

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Accounts Payable

Posted: February 9, 2009

Date Filled: March 11, 2009

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	1	
B. In-House Employees	1	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals	1	
Z. Spalding University		
AA. Louisville.jobnewsusa.com	6	
BB. Collective Talent		
CC. National College of Business		
DD. Center for Accessible Living		

## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Account Executive #2

Posted: August 18, 2008

Date Filled: September 29, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
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- A. WDRB Website
- B. In-House Employees
- C. Harbor House
- D. AARP
- E. IN State Employment Svcs.
- F. St. Stephen Church
- G. Neighborhood Place
- H. Southwest Job Link Center
- I. Daymar College
- J. Sullivan College
- K. Lincoln Foundation
- L. Louisville Metro Dept. of Human Resources
- M. Louisville Urban League
- N. Bellarmine College
- O. AD2 Job Bank
- P. Center for Women & Families
- Q. Brown Mackie College
- R. KY Dept. of Employment Svcs.
- S. U of L Office of Placement & Coop. Educ.
- T. KY Dept. of Vocational Rehabilitation
- U. Indiana University Southeast
- V. Minority Affairs Svcs., U of L
- W. Jefferson Community College
- X. Goodwill Industries
- Y. Employee/Client Referrals
- Z. Spalding University
- AA. Louisville.jobnewsusa.com
- BB. Collective Talent
- CC. National College of Business
- DD. Spotsndots.com

## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Account Executive #3

Posted: October 3, 2008

Date Filled: October 6, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees	1	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals		
Z. Spalding University		
AA. Louisville.jobnewsusa.com		
BB. Collective Talent		
CC. National College of Business		
DD. spotsndots.com		
EE. louisvilleadfed.org		

## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

**COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009**

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

**Section 2: Recruitment Source Information**

Position: Account Executive #4

Posted: October 16, 2008

Date Filled: December 3, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees	1	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals	1	
Z. Spalding University		
AA. Louisville.jobnewsusa.com		
BB. Collective Talent		
CC. National College of Business		
DD. spotsndots.com		
EE. louisvilleadfed.org		

## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

**COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009**

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

**Section 2: Recruitment Source Information**

Position: Account Executive #5

Posted: October 16, 2008

Date Filled: January 12, 2009

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	1	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals		
Z. Spalding University		
AA. Louisville.jobnewsusa.com	1	
BB. Collective Talent		
CC. National College of Business		
DD. spotsndots.com		
EE. louisvilleadfed.org		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Account Executive #6

Posted: October 16, 2008

Date Filled: January 12, 2009

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals	1	
Z. Spalding University		
AA. Louisville.jobnewsusa.com		
BB. Collective Talent		
CC. National College of Business		
DD. spotsndots.com		
EE. louisvilleadfed.org		

## WDRB-TV/WMYO-TV

### APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Account Manager #1, 2, 3, & 4

Posted: Oct. 17, 2007 & Oct. 16, 2008

Date Filled: July 30, Aug. 4, Aug. 5, and Oct. 14, 2008

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	5	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. St. Stephen Church		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. Brown Mackie College		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Goodwill Industries		
Y. Employee/Client Referrals	3	
Z. Spalding University		
AA. Louisville.jobnewsusa.com	22	
BB. Collective Talent		
CC. National College of Business		
DD. louisvilleadfed.org		



## WDRB-TV/WMYO-TV

### APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2008 TO MARCH 31, 2009

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WMYO-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE &amp; BRIEF DESCRIPTION</u>
4/1/08 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism, Communications or Human Resources receive credit hours for training. During this reporting period, we have had three interns in our News Department. One attended Yale University, one attended Western Kentucky University, and one attended the University of Louisville. We had one intern from Kentucky Wesleyan College in our Production Department and one intern from the University of Louisville in our Sports Department.
4/1/08 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting career they are interested in. During this reporting period, News Anchor Barry Bernson hosted one student from the University of Louisville. News Anchor Candyce Clift hosted two students; one from Trinity High School and one from Christian Academy. News Producer Cara Sabin hosted one student from Assumption High School and Meteorologist Marc Weinberg hosted one student from Bullitt East High School. News Reporter Jennifer Baileys hosted one student from Christian Academy of Indiana.
4/1/08 Ongoing	Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
3/5/09	University of Louisville Career Fair. Set up a booth at the job fair to recruit applicants and/or interns.
3/18/09	Louisville Urban League Career Expo. Set up a booth at the job fair to recruit applicants and/or interns.
4/1/08 Ongoing	Speakers Bureau Program – Various employees (talent, anchors, meteorologists, managers, engineers, etc.) speak at public events, churches, schools, organizations, etc. A complete and detailed report is available on request.
4/1/08 Ongoing	Provided materials and items to make a television "storefront" in the Junior Achievement Exchange City. In our store, students can learn about television broadcasting, reporting, anchoring, editorials, etc. We provided lights, cameras, tripods, graphic backdrops and items needed to produce a "mock" television broadcast.
4/1/08 Ongoing	Weather classes are conducted by our meteorologists at various schools in our viewing area.

## **EEO Report Narrative Statement**

The Commission's new EEO rules became effective March 10, 2003. Since the new rules became effective, Independence Television Company has used several recruiting methods as job positions have become available in the station employment unit, which is comprised of WDRB-TV and WMYO-TV. In addition, Independence Television Company is developing long-term recruitment and outreach initiatives.

Independence Television Company has had several job openings at all levels of its operations. Since April 1, 2008, Independence Television Company has filled 18 positions. Independence Television Company used several methods to recruit for these open positions. Some of the most successful recruitment sources have been advertisements placed on the Job News Network ([jobnewslouisville.com](http://jobnewslouisville.com)), TVJobs.com website, our own WDRB-TV website ([fox41.com](http://fox41.com)), employee and client referrals, and [louisvilleadfed.org](http://louisvilleadfed.org). Independence Television Company also has developed recruiting relationships with several area colleges, including the University of Louisville, Spalding College, Bellarmine College and Indiana University Southeast. Finally, Independence Television Company recruited job applicants at the University of Louisville Career Fair and the Louisville Urban League Career Fair, which we participated in.

In addition to participating in the career fairs, Independence Television Company's long-term recruitment and outreach initiatives include a continuing commitment to educational and career guidance. Independence Television Company has developed a "Job Shadow" program for high school students that allow them to "shadow" station employees as they work. This program will allow students to observe first-hand the operations of the broadcast industry and explore broadcasting career options. Independence Television Company has also developed a college internship program to allow college students majoring in broadcasting to earn college credit while gaining hands-on experience in the broadcast industry. We continue to seek out new recruitment sources that would like to be notified of job openings. Moreover, Independence Television Company will continue to develop new outreach and recruitment methods in furtherance of its EEO program requirements. We are proud of the programs that we currently use but we are always looking for opportunities to improve and add to our existing programs.